VAN FLEET ROOM

BRIEFER

[redacted]

501st MI CDR Rep	1st SIG CDR Rep	8th MP CDR Rep	6th CAV CDR Rep	2ID CDR Rep	8th Army CSM	8th Army CofS	19th TSC CDR Rep	KORO Director Rep	17th AVN CDR Rep	8th PERSCOM CDR Rep	USATC-K CDR Rep

Area I	Area II	501st MI CSM Rep	1st SIG CSM Rep	8th MP CSM Rep	6th CAV CSM Rep	2ID CSM Rep	G1	18th MED CDR Rep	18th MED CSM Rep	19th TSC CSM Rep	KORO CSM Rep	17th AV CSM Rep	8th PERSCOM CSM Rep	USATC-K CSM Rep
Area III	Area IV	Spouse	Spouse	Spouse	Spouse	Spouse	G1 Deputy	G1	J1	8th PERSCOM	18th MED	18th MED	18th MED	Dental
	Surgeon	Chaplain	G5	G4	G3	G3	G1 CPD	KORO	KORO	KORO	KORO	KORO	18th MED	G1
CHRA	CHRA	DoDDS	ENGR	ENGR	PAO	PAO	RM	RM	175th FINCOM	175th FINCOM		8th MP	AAFES	KORO
	BOSS	AAFES	DECA	CCK	PM	SGS	DoDDS	SOFA	TRANSCOM	EEO	EO	1st SIG	KORO	KORO
													175th FINCOM	G4

Eighth United States Army

Well-Being Council of Colonels Meeting

Red = OPR

Blue = CDRs

Green = CSMs

12 July 2004

Agenda

1200-1205 **Opening Remarks – Eighth Army CofS**

1205-1415 **2004 AFAP Issues**

- 04-01 Family Member Employment Opportunities – **KORO**
- 04-02 Child Care Fees in Korea – **KORO**
- 04-03 Permissive TDY for College Selection – **ACofS G1**
- 04-04 Command Education Policy – **ACofS G1**
- 04-05 BAS for Service Members with Families – **175th FINCOM**
- 04-06 Distribution TA-50 – **ACofS G4**
- 04-07 Matching Funds for Military Personnel in the TSP – **175th FINCOM**
- 04-08 Dental Service for Retirees Overseas – **618th DENTAL**
- 04-09 Alternate Medical Facilities – **8th MP**
- 04-10 Off-Post Housing Charges – **KORO**
- 04-11 Community Track and Field Facilities – **KORO**
- 04-12 Commissary Items at Remote Sites – **AAFES**
- 04-13 Blocked Internet Service Providers (ISPs) on Personal Computers Overseas – **1st SIG**

Agenda (cont.)

1415-1445 **Well-Being Issues Update**

- 2.3.2.6 Civilian Medical Care – **18th MEDCOM**
- 2.4.1.1 Family Housing
  - Build to Lease- Korea (BTL-K) – **KORO**
  - Rental Housing Program – **KORO**
- 2.4.2.1 Barracks Modernization Program – **KORO**
- 3.7.3.2 Sponsorship – **ACofS G1**
- 3.7.3.3 SITES Improvement – **KORO**
- 3.7.4.3 Command Sponsorship – **ACofS G1**
- 3.7.4.4 Language Barriers in Customer Service Areas – **ACofS G1**

1445-1455 **Korea Army Family W-B Advisory Update – AFWBAC**

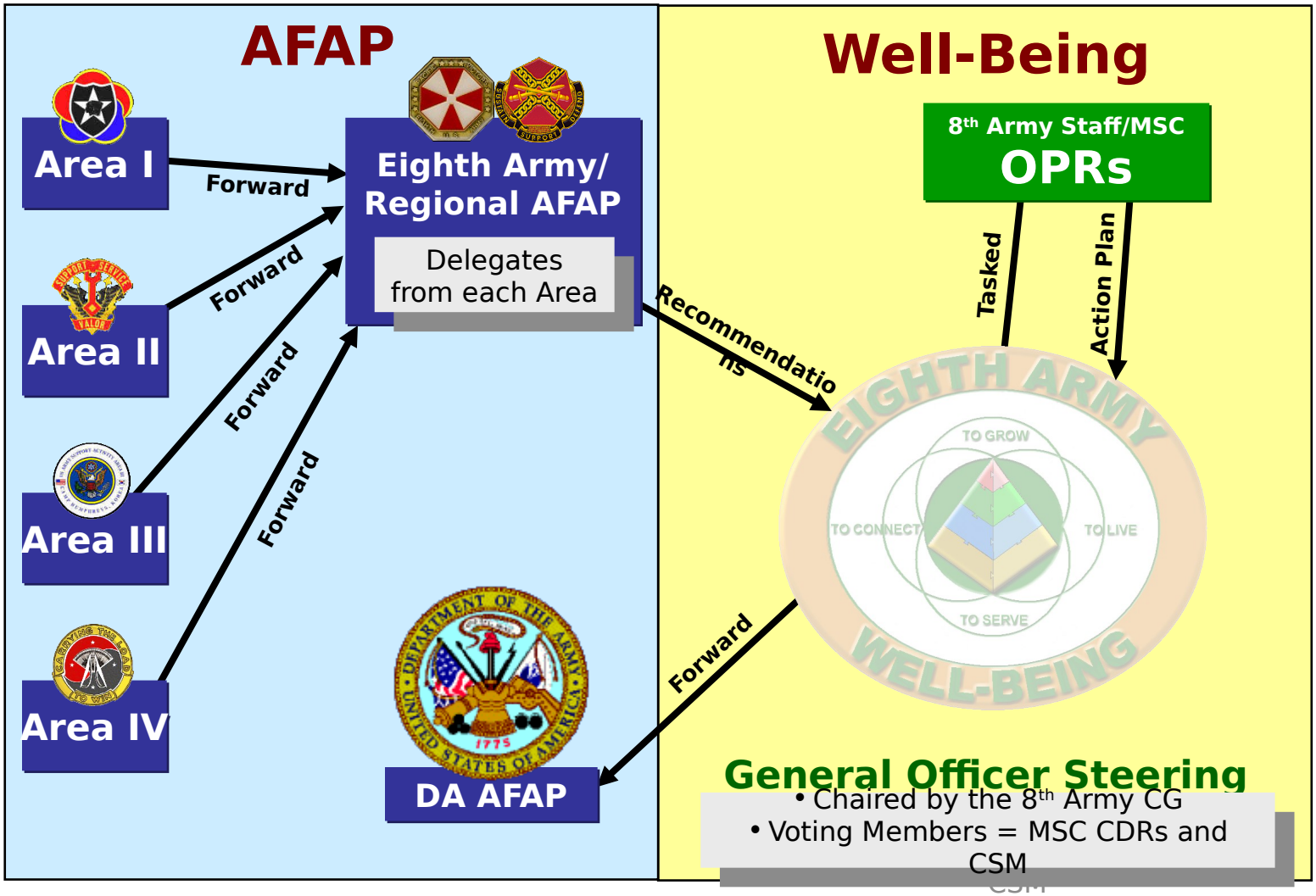
1455-1500 **Closing Remarks – Eighth Army CofS**

Opening Remarks

Eighth United States Army

CofS

2004 AFAP Issues



Manager: KORO

Issue # 04-01

Family Member Employment Opportunities

2004 AFAP

Scope. Lack of information on employment opportunities and application processes act as a barrier to family members gaining employment in Korea. Family members lack the training or experience to successfully navigate the job application process (i.e. Resumix), resulting in only 13% of US APF/NAF employees being family members. Financial hardships are caused by this lack of ability to gain employment in Korea and generate additional income.

AFAP Recommendations.

1. Consolidate the information about employment programs and market those programs to the Army family community.
2. Integrate all resources for perspective applicants in the creation of a resume.

Required Actions/Action Plan.

1. KORO MWR conduct multi-media advertising through the "Morning Calm" and AFN on employment opportunities in Korea, to include services available to obtain information on available jobs and preparation of Resumix applications. Twice yearly (August and February).
2. ACS continue to conduct programs that support spouses in job search efforts (e.g. Resumix preparation, job search skills, resume writing, interview techniques, etc.)
3. Add information to SITES that describes the types of employment opportunities in Korea, to include sources of job announcements and ACS services designed to prepare applications to obtain employment.
4. Recommend remove from Well-Being scope.

Status.

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

Issue # 04-02

Child Care Fees in Korea

2004 AFAP

Scope. Failure by patrons to understand the childcare fee structure creates the misperception of a substantial financial burden to DoD/DA households. Although childcare fees across the Korean peninsula are 11% less than the Army average, complaints continue to come forward as a result of lack of information on this issue. Lack of information creates animosity and increases resentment resulting in a decrease in morale.

AFAP Recommendations.

1. Inform and educate patrons about how fees are developed.
2. Market information about the full expense and patrons' actual expense through means such as registration, orientation, and information packets.
3. Inform the community about parent advisory councils.

Required Actions/Action Plan.

1. Develop marketing plan that explains: Fee ranges are established by the DoD and based on a parent's ability to pay (total family income). Explain how the method for setting fees is the same from installation to installation, that parents only pay approximately 50% of the cost of child care, and that Army funds make up the difference. Market fee policy throughout the year.
2. Launch marketing plan 1 AUG 04 when School Year 04/05 fees are announced. Disseminate information through the use of flyers, posters, information packets, at Central Registration Office and at parent orientation.
3. Advertise Parent Advisory Council meetings by posting signs in CYS facility lobbies, on AFN radio, Morning Calm newspaper, and the Command Channel.
4. Recommend remove from Well-Being scope.

Status.

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Manager: ACofS G1 **Issue # 04-03** Support: KORO

Permissive TDY for College Selection

2004 AFAP

Scope. AR 600-8-10, Leave and Entitlements, does not entitle military sponsors Permissive TDY for travel time from OCONUS to CONUS to visit prospective colleges with their high school age children. Personal contact and student/sponsor visitation is hindered by the time required to travel from OCONUS to CONUS; for example, up to 5 travel days are needed from locations such as Korea. Limiting sponsors in providing the necessary guidance in helping their child choose a quality education can cause a variety of morale and retention issues.

AFAP Recommendations.

1. Amend AR 600-8-10 to allow a sponsor a one time visit per dependent for the purpose of visiting colleges.
2. Authorize sufficient amount of permissive TDY, in conjunction with leave, to account for the distance between OCONUS and CONUS.

Required Actions/Action Plan.

1a. Not required. JTFR, PART Q: TRAVEL OF ESCORTS AND ATTENDANTS FOR DEPENDENTS, authorizes an Escort – "A member, employee, or other person who, in accordance with travel orders, accompanies a dependent between authorized locations, when travel of the dependent has been authorized by competent authority, and the dependent is incapable of traveling alone. An escort may be appointed by the member's commanding officer or order-issuing authority."

1b. PTDY is a permissive/administrative absence and must be at no cost to the government. *It cannot be used for official duties*. (DODI 1327.5) If any expense is paid, all must be paid and it is no longer PTDY.

2. ACofS, G1 is currently working on Commanders guidance.

Status. **AMBER**

Resource Impact. None.

Staff Recommendation: **Active**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

Issue # 04-04

Command Education Policy

2004 AFAP

Scope. Commanders are not required to establish an education policy that addresses the recoupment of tuition assistance. Soldiers are forced to withdraw (dis-enroll) from command approved courses due to mission related tasks. When they do not receive a waiver, Soldiers endure financial hardship, loss of education, career advancement opportunities, and the Army suffers possible retention problems.

AFAP Recommendations.

1. Amend AR 600-20 to include education policy on command-approved courses regarding tuition assistance (TA).
2. Mandate education centers to provide commanders with enrollments, grades and withdrawals (dis-enrollments) periodically.
3. Include TA brief at Commander's/1SG's course and quarterly training brief (QTB).

Required Actions/Action Plan.

1. No Change to AR 600-20 required since recommendations #2 and #3 below will directly contribute to local resolution. AR 621-5, Change #1 dated 27 Feb 04 and effective 29 Mar 04 incorporates new and more stringent guidelines for withdrawal.
2. The new Modern Education Management Information System (mEDMIS) will enable education centers to provide commanders with enrollment reports and action memos on all withdrawals routinely. mEDMIS became operational 14 May 04.
3. ACES will coordinate with the 8th Army ACofS, G1 to develop a TA briefing template for inclusion in Commander's/1SG courses. Coordination meetings yet to be determined.

Status. **AMBER**

Resource Impact. None.

Staff Recommendation: **Active**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: 175th FINCOM Issue # 04-05

BAS for Service Members with Families

2004 AFAP

Scope. Service members do not receive sufficient subsistence allowance to provide for their families. Public Law does not authorize BAS for family members. BAS does not differentiate between service members with or without dependants. Soldiers with family members do not receive subsistence which causes financial burden.

AFAP Recommendation. Create Public Law to initiate BAS in order to provide subsistence for family members (i.e. BAH)

Required Actions/Action Plan. According to DoD Financial Management Regulation, Volume 7A Chapter 25, enlisted members in the pay grade below E-7 who are assigned government quarters at their permanent duty station are subsisted in kind. These members will receive partial BAS because meals are furnished without charge on behalf of the U.S. Government. This issue is not attainable due to current resource constraints, therefore this issue should be closed.

Status. **RED**

Resource Impact. None.

Staff Recommendation: **Unattainable**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: ACofS G4

Support: ACofS

Issue # 04-06

Distribution TA-50

2004 AFAP

Scope. Issued TA-50 is inadequate due to lack of standard distribution. Not all MOS's are issued the same TA-50 upon arrival to their current duty assignment. This causes an increase in non-combative related injuries, such as cold and heat injuries. Soldiers must spend their own money to purchase adequate TA-50 to accomplish their mission.

AFAP Recommendations.

1. Establish and implement a regulation to standardize and upgrade all issued TA-50.
2. Mandate appropriate issuance of TA-50 to all Soldiers in accordance with their area of assignment regardless of MOS.
3. Provide all installations funding so that all Soldiers receive adequate TA-50.

Required Actions/Action Plan.

1. CTA 50-900 already established. Units are given the chance to change as they see fit each FY. During the review and request change period each FY the units make the necessary adjustments. Completed.
2. TA-50 is issued to the soldier based on the unit's mission and area of assignment. Certain MOSs requires unique equipment that is issued to them in order to perform their particular mission. Completed.
3. Don't understand what the recommendation is asking (provide the money to the soldiers, CIF, and or the units?).

Status.

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Manager: 175th FINCOM **Issue # 04-07**

Matching Funds for Military Personnel in the TSP

2004 AFAP

Scope. Currently the National Defense Authorization Act does not afford ALL military the opportunity to receive matching contributions in the TSP. The contribution rules state that matching funds are authorized for incentive to support critical MOSs. This provision exists and is not being utilized. This inequality adversely affects military personnel financial gains.

AFAP Recommendations.

1. Amend contribution rules to allow all service members to receive matching funds.
2. Allocate funds in the budget to cover the program.

Required Actions/Action Plan. Recommendations #1 and #2 require that we obtain Secretary of Army approval to authorize matching contributions. Most Soldiers don't understand that the civilian TSP is part of civilian retirement benefits. Due to the constrained resources of today's Army, pursuing this initiative is a bad idea and it should be closed as unobtainable. If it is not closed, it must be forwarded to DA AFAP. Recommend closing and keeping off the Well-Being scope.

Status. **RED**

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: 618th DENTAL **Issue # 04-08**

Dental Service for Retirees Overseas

2004 AFAP

Scope. Retirees are unable to receive routine dental services at overseas military installations. Federally sponsored dental insurance is not available outside of U.S. and its territories and possessions. Retirees and families therefore, must absorb 100% of the dental cost.

AFAP Recommendations.

1. Expand TRICARE Retiree Dental Plan (TRDP) to overseas locations.
2. Subsidize TRDP premiums in a similar manner to TRICARE Dental Plan.

Required Actions/Action Plan. The legal authority to address recommendation 1 resides with the TRICARE Management Agency (TMA) and the U.S. Congress. The legal authority to address recommendation 2 resides solely with the U.S. Congress. This issue is currently at DA AFAP as Issue #509. It is listed as "active" but will not be addressed until the TRDP contract recompetitions in 2007. Since no authority exists within 8th Army to address either recommendation and DA is waiting until 2007, this issue should stay off the Well-Being scope.

****Working at DA**

Status. **RED**

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: 8th MP

Support: 18th MEDCOM

Issue # 04-09

Alternate Medical Facilities

2004 AFAP

Scope. Civilians are unable to access outside medical facilities as a result of USFK Regulation 190-2. This policy is in the final stages of revision. This affects the military medical systems' limited appointments.

AFAP Recommendation. Sign, publish and disseminate revised USFK Regulation 190-2.

Required Actions/Action Plan. None - The revised USFK Regulation 190-2 has been signed by LTG Campbell and posted.

Status.

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

Issue # 04-10

Off-Post Housing Charges

2004 AFAP

Scope. There is a perception that landlords are charging the Army families higher rent than Korean renters. Army families feel that this results in higher rental costs for those families and the US government via OHA payments. Army families feel that the government spending excess money on housing results in less money for other Army community programs.

AFAP Recommendations.

1. Educate families on:
   a. Future plans for acquiring leased housing and utilization of on post housing for Army families.
   b. The differences between the entirely different Korean rental system as compared to typical US stateside rentals.
   c. The fair market value evaluations used by Housing to determine the appropriate cost of an off post home.
2. Incorporate information in the SITES system so that families know what to expect prior to arrival.

Required Actions/Action Plan.

1. Prepare briefing for housing office to better inform incoming personnel to Korea NLT 1 July 2004.
2. Provide funding for continued fair market value training to keep housing office personnel refreshed per recommendation 1.c. Last training Mid 2003.
3. Recommend that this issue be incorporated into SITES issue.

Status.

Resource Impact. None.

Staff Recommendation: **Active**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

Issue # 04-11

Community Track and Field Facilities

2004 AFAP

Scope. There are no track and field facilities in Yongsan for community members to participate in track and field activities or to run standardized fitness testing in a controlled, safe environment. A Project Validation Assessment determined the cost range from $807K to $3,103M for the standard 400 meter facility; however it failed to determine a suitable location for the field. Not having a track and field facility denies community members the opportunity to train and compete in track and field events and for scholarships.

AFAP Recommendations.

1. Build a community regulation track and field facility on Yongsan.
2. Build a community regulation track & field facilities on Humphreys if not feasible on Yongsan.

Required Actions/Action Plan.

1. Identify a location to properly site the facility at Yongsan. In coordination with Area II master planners, there is no site on Yongsan that can properly accommodate this facility. Yongsan is planned to close in the near future therefore it would not be a good investment to build a facility that will be used for a few years. Do not pursue a facility on Yongsan.
2. Identify a location to properly site the facility at Camp Humphreys. In coordination with Area III master planners and USFK Engineers, it is feasible to pursue a standard track and field facility at Camp Humphreys. Pursue sighting the facility at Camp Humphreys.

Status. AMBER

Resource Impact. Unknown.

Staff Recommendation: Back to Area I

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Manager: AAFES **Issue # 04-12** **Support: DECA**

Commissary Items at Remote Sites

2004 AFAP

Scope. Remote locations with AAFES *Shoppette Plus* are only authorized 100-150 DECA items (items that the shoppette does not already carry); some of which are not replenished frequently or not available at all. Customers are forced to purchase items, such as soda, and macaroni & cheese, at higher AAFES prices, or are forced to drive or take alternate transportation to locations with commissaries. This causes increased financial hardship, such as gas, toll prices, vehicle maintenance, and time.

AFAP Recommendations.

1. Replenish DECA inventory at AAFES *Shoppette Plus* frequently, to ensure items are well stocked.
2. Conduct a semi-annual survey on DECA items needed/wanted at remote shoppette sites.
3. Increase DECA items in AAFES *Shoppette Plus* and ensure it includes commonly used consumables such as sodas.

Required Actions/Action Plan.

1. Surveys will be conducted at *Shoppette Plus* stores by 15 June 2004.
2. AAFES will conduct a survey to determine which Commissary items not available in the regular AAFES Shoppette assortment are requested by the customers at the *Shoppette Plus* stores. Results of the survey will be available 22 June2004.
3. Changes to the *Shoppette Plus* items will be published by 1 July 2004.

Status.

Resource Impact. None.

Staff Recommendation: **Close**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: 1st SIGNAL **Issue # 04-13**

Blocked Internet Service Providers (ISPs) on Personal Computers Overseas

2004 AFAP

Scope. Personal computers, which require local ISPs overseas, are blocked from military professional development sites. The availability of military computers that have access to these sites are limited. Soldiers are not receiving the full benefits of professional development opportunities.

AFAP Recommendations.

1. Emplace a link access to professional development sites with AKO authentication.
2. Provide free access to military professional development in barracks.
3. Incorporate computer regulation into CTA 50-909.

Required Actions/Action Plan.

1. JCS imposed blocks against known malicious IP address ranges cannot be lifted—the risk to the network is too great. With the final deployment of the AKO labs throughout Korea soldiers will have access to over 1100 free and secure computers providing access to not only the military professional development sites, but all other DOD sites as well.
2. Currently the command is spending over $2.5 million to establish and equip 115 Army Knowledge Online (AKO) Labs across the peninsula. Use of the labs will be at no cost to the soldiers and most labs should be available 24 hours a day. Because these labs are on the official Army network, access to military professional development sites as well as other DOD site will be unrestricted. Ninety AKO-Labs are now operational and the remaining are expected to go on-line by this summer.
3. Current Installation Information Infrastructure Architecture (I3A) requires that new barracks construction and upgrades include telephone and CATV jacks for each soldier in a room. Access to military sites restricted to addresses originating in a military network will not be available through the MWR service.

Status. **AMBER**

Resource Impact. None.

Staff Recommendation: **Unattainable**

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

8th Army Well-Being Issues Update

Manager: 18th MEDCOM

2.3.2.6

Civilian Medical Care 1 of 2

Issue. Improve civilian access to primary care in 18th MEDCOM facilities throughout the peninsula.

Origin. Break out from 8th Army W-B Issue 2.3.2.5 – 27 June 2003

End State. Provide eligible civilian personnel with easily accessible medical treatment equaling or exceeding professional benchmarks.

Status. AMBER

- U.S civilian employees have access to primary care on the peninsula and require about 5% of total visits per quarter.
- To improve access, recommend 1) use additional TDA authorization for KGS positions – FY05 2) increase use of MOU hospitals 3) increase education of civilians through personnel agencies.
- Action: SITES updated
- Non AD/ADFM civilian USFK population = 12,000.

Resource Impact. Transfer of authorizations for 12 KGS employees has been decreased by 8th Army to 3

Green – On track & achieves intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Blue – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

2.3.2.6

Civilian Medical Care 2 of 2

Affiliated (MOU) Hospitals

ILSAN PAEK
KOYANG

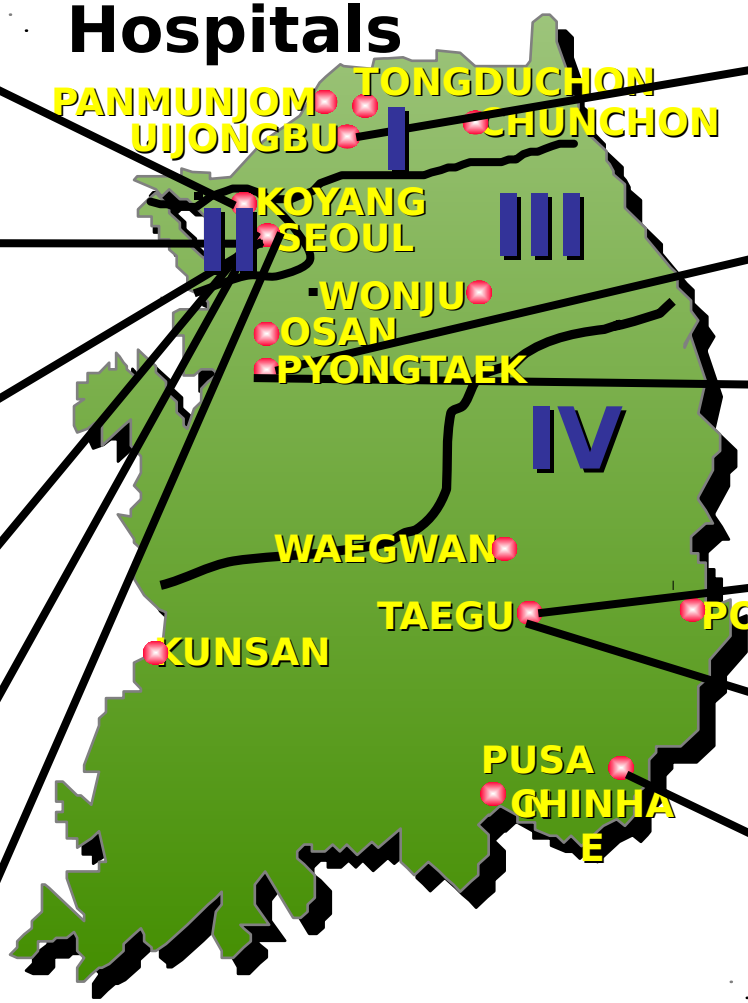
HAN YANG
SEOUL

ASAN
SEOUL

SAMSUNG
SEOUL

SEVERANCE
SEOUL

CHA x 2
SEOUL



ST. MARY'S
UIJONGBU

AJOU
SUWON

DANKOOK
PYONGTAEK

DONGSAN
TAEGU

HYO SONG
TAEGU

DONGEUI
PUSAN

Manager: KORO

2.4.1.1

Family Housing

Construction and Build To Lease – Korea (BTL-K): Status.

- **Phase I for 1,500 Units at Camp Humphreys**: Identify requirement and program funds
  - ✓ BTL requirements identified in FY 04-09 POM and updated for FY 05-09 POM
  - ✓ Army Family Housing Master Plan (Oct 2003) identifies funding to support 4,000 AFH Units
- **Phase II for 1,500 Units at Camp Humphreys**: Advertise for Developer to provide implementation
  - – Camp Humphreys (1,500 units in FY 07), Site Selection Identified in February 04
  - – Camp Humphreys (1,500 units), RFP to be advertised in April 05
  - ✓ KORO Director briefed BTL-K to USFK Combatant Commander and Eighth Army Commander on 21 May 03
  - ✓ Initial Request for Proposal (RFP) meeting held - 14-15 May 03
  - ✓ 15-year lease periods are in FY 04 Defense Authorization Bill (DAB)
  - ✓ Korea Housing Pilot Program for investment authority is to be in the FY 05 DAB (allows for a more appealing economic package to developers and KORO – ownership/BAH to developer)
  - ✓ Combatant Commander briefed SECDEF in October 03
  - – Camp Walker (300 units in FY 06) is the initial site for BTL-K, RFP to be advertised in Jun 04
  - – Camp Carroll (420 units in FY 08) planned, site to be selected, Advertisement RFP TBD
  - – Camp Humphreys (300 additional units) planned, site to be selected, Advertisement RFP TBD
  - – Camp Humphreys (650 units) planned, site to be selected, FY 06 ROKFC
- **Phase III for 1,500 Units at Camp Humphreys**: Select Developer, Award and

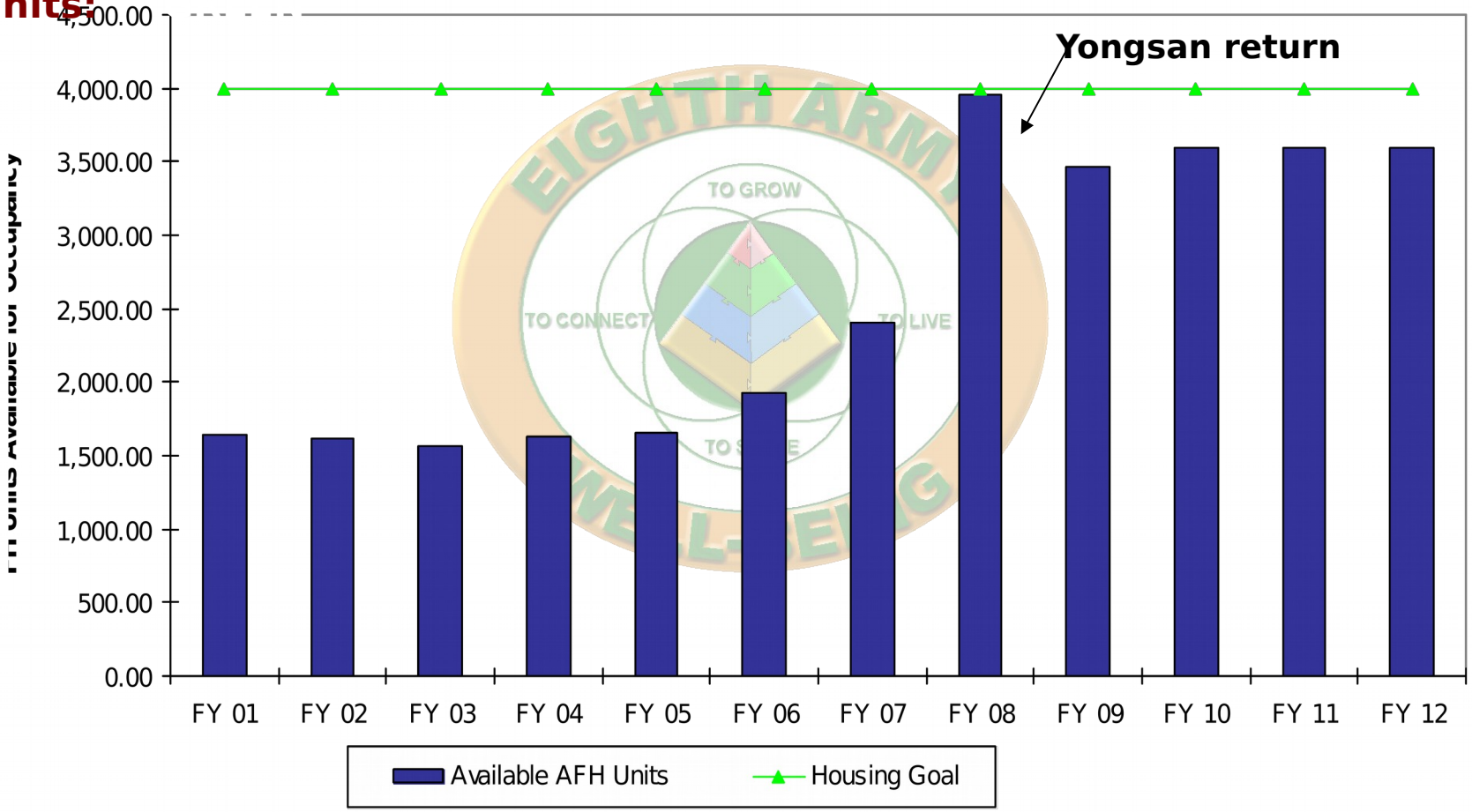
G reen – On track & achieves the intended purpose
A mber – On track with some difficulties & marginally achieves the intended purpose
R ed – Does not achieve the intended purpose
B lack – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

2.4.1.1 (cont.)

Family Housing 2 of 3

Military and Key and Essential Civilians Residing On Post in Government Owned and On Post/Off Post in Government Leased Army Family Housing Units:



Resource Impact. **None.**

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

2.4.1.1 (cont.)

Family Housing 3 of 3

KORO Rental Housing Program (KRHP) – AFH and UPH: AMBER

- **Phase I**: Identify and program requirements
  - ✓ Requirements identified and submitted in FY 05-09 POM submittal
  - ✓ AFH funds identified in FY 04 for possible use, waiting on ASG to identify
- **Phase II**: Finalize procedures and prioritize locations
  - ✓ Germany GRHP products translated/applied to Korea needs
  - ✓ Camp Humphreys deemed top contender for AFH leasing - 7 April 03
- **Phase III**: Selection and Award
  - ✓ Fair Market Value determination – Completed 17 April 03
  - ✓ Lease package forwarded to FKEN-RE/SOFA – 27 May 03
  - ✓ Seven AFH leases awarded at Camp Humphreys, one at Camp Walker, and three at Camp Carroll
- **Phase IV**: Award further leases upon arrival of additional AFH funding allotment – funding appears sufficient to lease additional units for the summer rotation
  - POM request OMA funds not expected until FY 05
  - Request for transfer of MPA to OMA for UPH leases is at ACSIM

G reen – On track & achieves the intended purpose
A mber – On track with some difficulties & marginally achieves the intended purpose
R ed – Does not achieve the intended purpose
B lack – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

Unaccompanied Personnel Housing

Issue. Korea for barracks construction and renovation program.
Origin. Eighth Army AFAP Conference - 13-14 MAY 02
End State. Provide a quality place to live for eligible military personnel.
Status. GREEN

- Area I – Facelift Type UPH Upgrades Awarded in FY03:
  - Cp Casey (35 SEQ units), Cp Castle (42 1+1 Spaces), Cp Hovey (176 1+1 Spaces)
  - Other Facelift Candidates Identified, Awaiting SRM Funding Starting in FY05
- MCA
  - Ongoing Barracks Construction (2+2) for FY03: Cp Henry (232 Spaces), Cp Carroll (464 Spaces), Cp Humphreys (408 Spaces)
  - Planned Barracks Construction – 4,940 Total 2+2 Spaces: Cp Humphreys (696 Spaces in FY04) and (4,012 Spaces in FY06-09), Kunsan (232 Spaces - FY09)
- BUP – Only 5 Projects Remaining in the BUP Program:
  - FY04 Plan: Cp Walker S-330 (130 - 1+1 spaces), Cp Carroll (43 - 1+1 Spaces in 2 barracks; S-108 & S-270), Cp Humphreys (40 - 1+1 Spaces in 2 Barracks ; S-557 & S-558)
  - The FY05 program will consist of projects shown in FY04 that don't get funded in FY04
- Host Nation – Barracks, SLQ and UOQ Construction:
  - Cp Humphreys (3,248 Spaces), (480SLQ Units) and (324 UOQ Units)
  - Kunsan (1,624 Spaces), Noksan (696 Spaces), Suwon (348 Spaces), Osan (348 Spaces)

G reen – On track & achieves the intended purpose
A mber – On track with some difficulties & marginally achieves the intended purpose
R ed – Does not achieve the intended purpose
B lack – Does not achieve the intended purpose, significant problems in most areas

Manager: ACofS G1 Support: 8th PERSCOM

3.7.3.2

Sponsorship

Issue. **Implementation of Sponsorship Program at Command Level. There is a lack of command emphasis on sponsorship. Sponsors are not being consistently and appropriately assigned to incoming personnel and to personnel departing Korea.**

Origin. **Eighth Army AFAP Conference - 13-14 MAY 02**

End State. **Every soldier and civilian coming to Korea is sponsored and minimizes stress and uncertainty associated**

Status. **AMBER**

- ✓ **SMS live on 25 MAR 03**
- ✓ **Continually evaluating SMS effectiveness**
- ✓ **Continuous G1 – 8th PERSCOM Coordination**
- ✓ **Sponsorship Metrics show increase in usage**
- ✓ **Sponsorship added to Command Inspection Program**
- ➢ **Command emphasis must focus on <u>using SMS</u> to train and manage sponsors.**
- ➢ **Sponsors must complete SMS sponsorship training annually to remain certified.**
- ➢ **Units must the <u>use SMS to assign certified sponsors</u> to inbound personnel to accurately reflect sponsorship activity.**
- ➢ **Policy Letter #18 – Sponsorship Program – emphasizes commander involvement in the Sponsorship Program and maximum usage of the SMS to assign and sponsor inbound soldiers.**

Sponsorship Metric
Sponsored =35.78%
MSC Trained Sponsors =44.36%

8 Week AVG as of APR 04

No Change

Green – On track & achieves the intended purpose

Amber – On track with some difficulties & marginally achieves the intended purpose

Red – Does not achieve the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas

Resource Impact: None

Manager: KORO

3.7.3.3

SITES Improvement 1 of 2

Issue. Originally identified as “Non-Command Sponsored Children Limited Access to DoDDS”. The focus of the issue is increasing information dissemination using Standard Installation Topic Exchange Service (SITES) and CONUS levy briefs to emphasize the disadvantages of bringing family members to Korea in a non-command sponsored status.

Origin. Eighth Army AFAP Conference - 12-13 MAY 03

Endstate. Individuals have accurate and sufficient facilities support information readily available to make informed decisions concerning bringing families to Korea.

Status.

- AR 608-1, ACS Center requires a Relocation Assistance Coordinating Committee (RACC) meet quarterly (at a minimum, members from ACS, housing, transportation, finance, military personnel, civilian personnel and medical treatment facility). DoDDs and other appropriate agencies will be invited to attend the quarterly meetings.
- Developing a memorandum from Director, KORO to Area Commanders (Complete 20 OCT 03) directing installations to review and update SITES information and ensure assistance is effective and responsive to the needs of the Army Family. (Complete 30 JAN 04)
- KORO ACS will review the SITES information to ensure standardization and DoDDs information is provided. (Complete FEB 04)
- CONUS ACS centers to include slide in overseas orientation indicating specific risks associated with bringing non-command sponsored family members to Korea. (Complete JUN 04)

Resource Impact. None.

SITES address http://www.dmdc.osd.mil/sites

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

3.7.3.3

SITES Improvement

2 of 2

Destination Korea

Sponsorship Information

- **<u>Command Sponsored Personnel</u>: Restricted to designated areas and key positions. Family members authorized to accompany sponsor to Korea. Government funds transportation and shipment of household goods/privately owned vehicle. Dependents have access to medical facilities, DODDS school, Commissary, Post Exchange, Government Housing and installation support services. Potential for some spouse employment, normally limited to clerical and administrative positions.**

- **<u>Non-Command Sponsored Personnel</u>: Dependents travel to Korea at own expense. Government does not fund shipment of household goods. No government housing nor allowances for off-post housing. Under the US/ROK Status of Forces Agreement, US statutes, congressional guidance, DoD policy, or military service regulations, these personnel may be denied access to certain dependent support facilities. While some services are available for dependents they vary by location of assignment. May not have child care or youth services programs. Attendance at DODDS schools on space-available basis (few opportunities). Commissary, PX and medical support authorized but may not be easily accessible based on location of assignment and residence. Spouse employment opportunities may be very limited.**

- **<u>Serious Decision</u>: Individuals seeking to bring dependents to Korea at their own expense are cautioned to weigh this decision very carefully. Seek additional information from your sponsor.**

Manager: ACofS G1

3.7.4.3

Command Sponsorship

Issue. Plan to increase Korea CSP to 4000 Army positions

Origin. Eighth Army AFAP Conference - 13-14 MAY 02

End State. CSP levels commensurate with other OCONUS locations.

Status. AMBER

- ✓ New USFK 614-1 published 12 Nov 03. 8th Army Supplement to USFK 614-1 IS in effect and posted on the 8th Army intranet (5 JAN 04).
- ➢ Service component authority to approve/disapprove is the CofS and Eighth Army MSC Commanders in the grade of O6 and above, with the exception of Key Billets and Key & Essential Positions. Further delegation is not authorized except for 2ID and 19TSC, who may further delegate this authority to their Assistance Division Commanders and Chiefs of Staff (per para 6e of Eighth US Army Suppl 1 to USFK Reg 614-1).
- ➢ Temporary positions are approved by the USFK CofS while Key Billet and Key and Essential positions are approved by USFK J1.
- ➢ Continue to work with KORO to obtain Metric data from the Areas.
- ➢ CSP to be included in the next CIP - 8th MP 8 to 10 SEP 04.

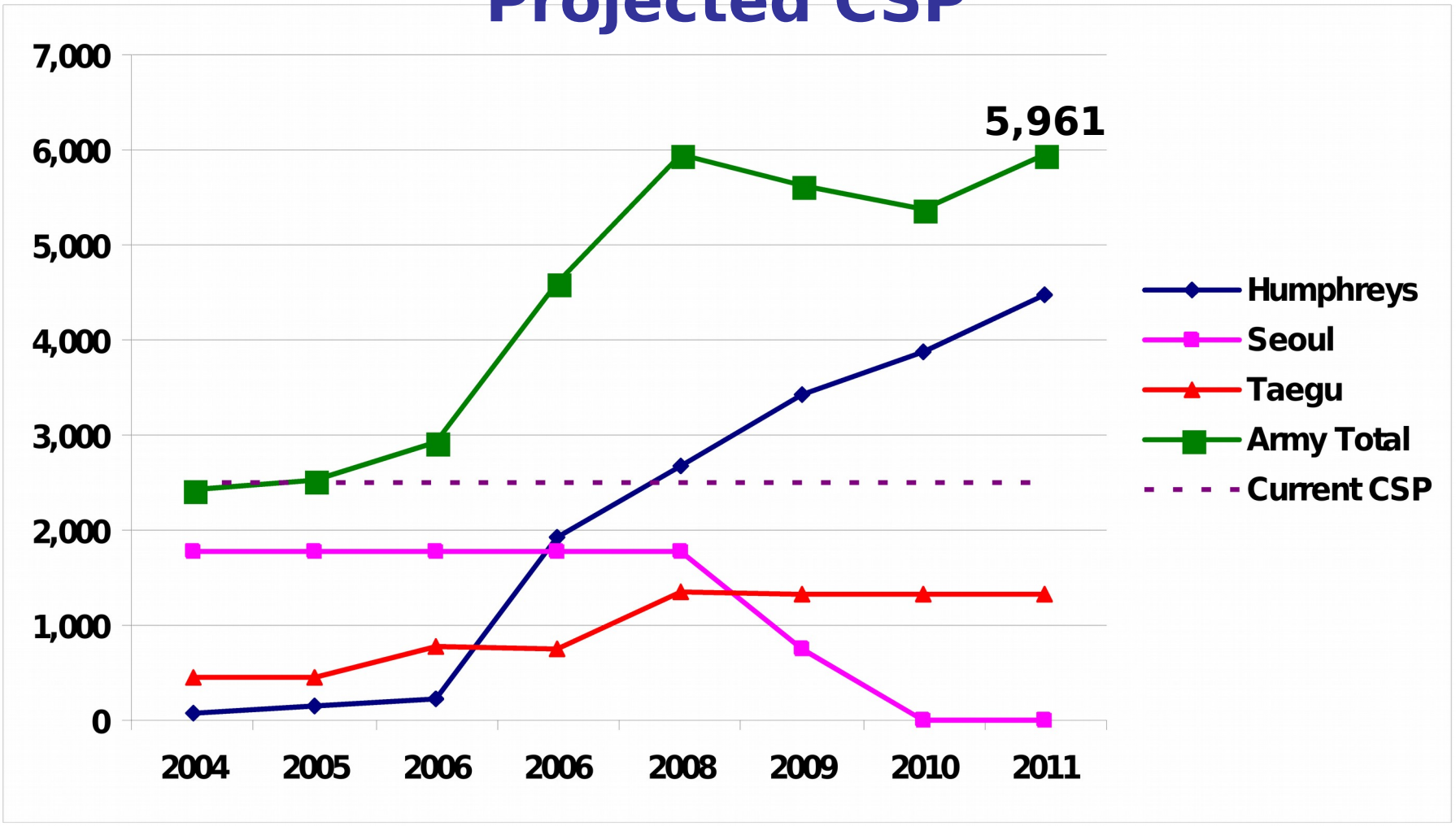
Resource Impact. TBD.

Manager: ACofS G1

3.7.4.3

Command Sponsorship

Projected CSP



NOTE: #'s = 67% in Family Housing

Manager: ACofS G1, CPD 3.7.4.4

Language Barriers in Customer Service Areas

Issue. Korean Nationals working in customer service areas, (I.e. Post Exchange, DPW, Housing, DECA, Transportation, MWR activities) do not communicate effectively in English. No standard testing for verbal proficiency exists. The lack of oral communication skills, results in poor service.

Origin. Eighth Army AFAP Conference - 12-13 MAY 03

Endstate. Implement mandatory verbal English proficiency training on an ongoing basis.

Status. GREEN

- English language testing policy for Korean national applicants was signed 5 NOV 03
- New policy combines four older policies
- Delegates management the authority to use several venues to determine an applicant's English Language level
- Activities are urged to take advantage of English improvement options (e.g. Tuition assistance, in-house training and/or training by contract)

Resource Impact. None.

No Change

Green – On track & achieves the intended purpose
Amber – On track with some difficulties & marginally achieves the intended purpose
Red – Does not achieve the intended purpose
Black – Does not achieve the intended purpose, significant problems in most areas

8th Army
Army Family
Advisory Council
Well-Being
Families Soldiers Civilians
Army Family Action Plan
AFAP
EIGHTH ARMY
WELL-BEING

Closing Remarks

CofS

Eighth United States Army

Eighth United States Army

Well-Being Council of Colonels Meeting

Next W-B GOSC 2 August 2004

Visit the 8th Army Well-Being web Page located at http://8tharmy.korea.army.mil/G1/Well-Being/Start.htm